

**Burke Community Church  
Council of Elders Meeting Minutes  
March 4, 2019, 6:30 p.m.  
Discussion Leader: Bob Ashton**

**Attendees:**

Bob Ashton (Elder), Marty Baker (Pastor/Elder), Richard Dick (Elder), Allen Miller (Elder)

The meeting opened with prayer at 6:40 p.m.

**I. Business**

Discussion Lead	Topic
Council	Approve minutes of February 16, 2019 meeting
Pastor Marty	Discuss pastoral sabbatical policy
Pastors Marty, Darren	Present BCC security policy
Council	Discuss funding options for backfill around new building
Council	Discuss how best to portray construction progress and funding needs in bulletin
Strategy Subcommittee	Discuss plan and schedule for generating next BCC strategy
Council	Confirm approaches to recognize staff performance
Pastors Marty, Darren	Staff update
Lay elders	Discuss Senior Pastor appraisal

**II. Meeting Notes**

- a. **Minutes.** Elders approved the minutes of the February 16, 2019 Council of Elders meeting.
- b. **Sabbatical Policy.** Pastor Marty distributed and discussed his revised draft sabbatical policy to the Council; the Council requested that Marty provide the draft electronically to the Council.
- c. **Security Policy.** The Council asked Pastor Marty to provide a consolidated security policy, including a definite firearms policy, to the Council by June 1, 2019.
- d. **Construction project.** The Council discussed possible additional costs to obtain sufficiently dry backfill dirt for the remaining sides of the new building. The Council also discussed former elder Curt Hammill's recent note to the Council recommending that the staff recast the way in which the bulletin displays the financial status of the construction project; the goal of a new format would be to convey to the congregation the need to continue to support the building financially and for new arrivals to join the effort

financially. Allen agreed to propose a new format for that section of the bulletin. Pastor Marty will discuss the issue with Pastor Darren.

- e. **Strategy subcommittee.** Bob indicated he would coordinate with Pastor Darren and Dave DuHadway to reinstate the Strategy Subcommittee.
- f. **Staff appreciation.** Pastors Marty and Darren will present their proposal in April.
- g. **Staff update.** Pastor Marty indicated that Pastor Darren was pursuing setting up interviews with two promising candidates for Worship Assistant. The staff hopes to post the announcement for the 5<sup>th</sup>-8<sup>th</sup> grade director position to ChurchStaffing.com this month.
- h. **Senior Pastor appraisal.** Richard Dick asked for final lay elder inputs and indicated that he would seek an appointment with Pastor Marty for Bob and Richard to review the final appraisal.

Following a closing prayer, the Council adjourned at about 9:00 p.m.

Respectfully submitted by  
Richard Dick,  
Clerk of the Council of Elders